



NEW SOUTH WALES NURSES AND MIDWIVES' ASSOCIATION
AUSTRALIAN NURSING AND MIDWIFERY FEDERATION NEW SOUTH WALES BRANCH



POLICY ON OVERSEAS RECRUITMENT OF NURSES AND MIDWIVES

Re-Endorsed by Annual Conference 2022

NSW Nurses and Midwives' Association
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Policy on Overseas Recruitment of Nurses and Midwives

THE NSW NURSES AND MIDWIVES ASSOCIATION RECOGNISES THAT:

- Australia shares the skilled nursing and midwifery workforce shortage with many developed and developing nations around the world. The implications of the global competition for nursing and midwifery skills necessitate some ethical consideration, given that aggressive recruitment of nurses and midwives from developing countries has potentially catastrophic consequences for the health care systems in those regions.
- We recognise that nursing and midwifery are internationally mobile professions and welcome overseas nurses and midwives working in this country, however it is important to emphasise that the importation of nurses and midwives from overseas is neither an effective nor desirable first instrument to overcome poor domestic labour market planning.

THE NSW NURSES AND MIDWIVES ASSOCIATION ADOPTS THE POLICY THAT:

1. Employers wishing to recruit nurses and midwives from overseas must demonstrate that there is a shortage of nurses and midwives in Australia and that they have introduced a range of strategies aimed at attracting and retaining nurses and midwives residing in Australia.
2. Prior to the recruitment of nurses and midwives from overseas, the following avenues for nurse and midwife employment are to be explored, in the following order of priority:
 - a. employment of nurses and midwives who are made redundant as a result of services closing
 - b. employment of practising NSW registered nurses, midwives, enrolled nurses, assistants in nursing and assistants in midwifery
 - c. non-practising registered nurses, midwives, enrolled nurses, assistants in nursing and assistants in midwifery to be encouraged to return to the workforce
 - d. interstate recruitment of nurses and midwives is encouraged, and then
 - e. nurses and midwives from overseas recruited.
3. Procedures for the assessment of overseas nursing or midwifery qualifications must be equitable, fair, non-discriminatory and include an appropriate standard as set by the Nursing and Midwifery



Board of Australia (NMBA) of English and clinical competence, recognising previous experience and prior learning in addition to formal educational qualifications.

4. All organisations involved in the recruitment of nurses and midwives from overseas, including the Department of Home Affairs, Federal and State Departments of Health, private employers and unions must ensure that accurate information and appropriate arrangements are provided to potential migrant nurses and midwives to guarantee their protection from disadvantage and/or discrimination. This must include ensuring:
 - a. that overseas nurses and midwives are employed under appropriate labour agreements, which include relevant supports for their transition to this country; and,
 - b. that effective monitoring, enforcement and reporting arrangements for the issuing of appropriate visas to nurses and midwives, including the requirement for potential skilled migrants to be fully and properly informed of all requirements to work as a nurse or midwife in Australia, are in place.